

Responsible Trustee	Date policy produced	Name of Policy Writer	Frequency of Review	Date reviewed on / by whom	
Governance Subcommittee	October 2019		Annual	1/11/2023	David Nixon

Cambray Baptist Church Equal Opportunities Statement

1. Cambray Baptist Church (CBC) is a Christian organisation committed to social justice and resolutely opposed to discrimination in society. We are committed to providing services on a fair and equitable basis, regardless of race, ethnicity, religion, life-style, sex, sexuality, physical/mental disability, offending background or any other factor. No person requiring services from CBC will be treated less favourably than any other person on any grounds.

2. In employment we actively seek to recruit with the right mix of talent, skills and potential, promoting equality for all, and welcome applications from a wide range of candidates. We select all candidates for interview based on their skills, qualifications, experience and commitment to the values and purposes of the organisation.

3. As an organisation seeking to deliver services within a Christian context there are necessarily some posts which give rise to a genuine occupational requirement (GOR) for the post-holders to be Christians. These posts, which are kept under regular review, include not only pastors but also other on-site staff who would be expected to show Christian hospitality and respond to enquiries relating to the ethos of the organisation during weekdays when the church is open and there may be no pastor present. All staff in these posts are required to demonstrate a clear personal commitment to the Christian faith. This policy is implemented in accordance with Employment and Race Directives issued by the government and ACAS guidance.

4. As an organisation using the Disclosure and Barring Service (DBS) to assess applicants' suitability for positions of trust, CBC undertakes to comply fully with the DBS Code of Practice and to treat all applicants for positions fairly. It undertakes not to discriminate unfairly against any person on the basis of a conviction or other information revealed. For all new DBS applications our DBS Verifier advises and leads the applicant through this process.

5. A Disclosure is only requested if relevant to the position concerned. For those where a Disclosure is required, all application forms, job adverts and recruitment briefs will contain a statement that a Disclosure will be requested in the event of the individual being offered a position.

6. Where a Disclosure is to form part of a recruitment process, we encourage all applicants called for interview to provide details of any criminal record at an early stage in the application process. We request

that this information is sent separately and in confidence to the Recruiter within CBC and we guarantee that this information will only be seen by those who need to, as part of the recruitment process.

7. Unless the nature of the position allows questioning about an applicant's entire criminal record, we only ask about “unspent” convictions as defined in the Rehabilitation of Offenders Act 1974.

8. We ensure that all those in the organisation who are involved in the recruitment process are aware that in the event of a criminal conviction being reported appropriate legal advice must be sought. Hence having a criminal record will not necessarily bar an applicant from working with us as this will depend upon the nature of the position and the circumstances and background of any offences.

9. At interview we ensure that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of an offer of employment or voluntary work.